



Estu Global Ltd

Equality, Diversity and Inclusion (EDI) Policy

Purpose

The overall aim of this policy is not only about ensuring that Estu Global meets legal obligations but also about making clear its commitment to equality of opportunity and diversity and about reinforcing our ethos in respect of encouraging fairness and equality of treatment for all.

Estu will take every reasonable and practicable step to ensure that no staff member or learner receives less favourable treatment on account of disability, age, sexual orientation, race, religion or belief, gender reassignment, sex, marital status and civil partnership, pregnancy and maternity or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. The policy also seeks to ensure that no person is victimised or subjected to any form of bullying or harassment.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals at Estu, as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with Estu's leadership and management, staff at all levels and all learners have a responsibility to treat others with dignity and respect.

Through this policy, Estu recognises its legal obligations and will ensure that all UK and European law in relation to equality of opportunity and diversity issues to which the company is obliged to comply is adhered to and in particular obligations under the Equality Act 2010 and the Employment Equality (Sex Discrimination) Regulations 2005, and all other legislation and regulation relating to equality of opportunity. Estu will ensure that it upholds this legislation and regulation in full.

The personal commitment of every staff member and learner to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout Estu.

Scope

Estu is committed to providing an inclusive learning and working environment, that is not only free from discrimination and unfair treatment, but which actively values and celebrates difference.

Diversity and inclusion are at the heart of Estu's journey which is to provide opportunities for diverse talent to realise their full potential. As such we are committed to creating an environment in which every member of staff, learner, tutor and everyone else associated with Estu can thrive.

This policy and any associated procedures apply to all staff, apprentices, contractors and other affiliates of Estu. Every learner, employer and staff member have rights and responsibilities under the Equality Act, 2010.

This policy applies to all aspects of service delivery and employment including recruitment and selection, promotion, training, placement, reward and recognition, transfer, redundancy, dismissal, grievance and disciplinary procedures.

Estu's Commitment

Our commitment as an employer:

- Creating an environment in which individual differences and the contributions of our staff are recognised and valued.
- Entitling every employee, worker or self-employed contractor to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Providing training, development and progression opportunities to all staff.
- Understanding equality in the workplace is good management practice and makes sound business sense.
- Reviewing all our employment practices and procedures to ensure fairness.
- Training all staff on the topics of Equality, Diversity and Inclusion (EDI) so that all staff understand their responsibility for behaving.
- To regularly review all employment practices and procedures to ensure that no job applicants are treated less favourably than others.
- To regularly review services to ensure that they are accessible and appropriate to all groups within society.

Our commitment as a training provider

- Providing services to which all learners are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, offending past, caring responsibilities or socio-economic background.
- Making sure our services are delivered equally and meet the diverse needs of our service users and apprentices by assessing and meeting the diverse needs of our apprentices.
- Having clear procedures that enable our learners to access support and/or to raise a grievance or make a complaint if they feel they have been unfairly treated.

- Providing training on the topics of EDI so that all staff understand their responsibilities for behaving in an inclusive manner and contributing to an inclusive environment and culture.
- Treating breaches of our EDI policy by our staff as misconduct which could lead to disciplinary proceedings.

Embedding and Promoting EDI in learning

No learner should be made to feel threatened or excluded from participating in learning programmes. Staff should be mindful of EDI, and plan their teaching accordingly.

When planning programmes, staff will look at embedding the following competencies in their delivery:

- An awareness and appreciation of diversity, including race, culture, religion, gender, age and disability.
- Using handouts and other teaching materials and methods that promote equality of opportunity and diversity.
- Provide learning resources that allow all learners to participate fully.
- Assess resources in terms of age or gender bias, for example; resources that are materials and resources that do not include stereotypes and assumptions.
- Material that does not represent women in a negative way, or that people's names in resources are multi-cultural and graphics are multi-cultural.

What is an EDI Learning Programme?

- Inclusive teaching, which takes account of the diverse learning needs, styles and preferences of apprentices.
- Teaching which aims to manage the learning experience in a way which empowers the apprentice and takes into consideration the diversity of the apprentice group.
- Anti-discriminatory teaching, which teaches apprentices about their rights and responsibilities to each other.
- Teaching which encourages understanding of how stereotypes, attitudes and prejudiced thinking damage relationships; hinder communication and are, therefore, bad for education and bad for business.

- Promoting diversity in teaching, which acknowledges and celebrates the contributions of people of all backgrounds, ages, culture, and religions to human progress in all fields.

Equality Opportunities Policy Statements

1. Age

- **Principle:** Estu values individuals of all age groups and is committed to fostering an environment where age is not a barrier to opportunities.
- **Implementation:**
 - Recruitment and Employment: Age will not be a factor in recruitment, hiring, or promotion decisions.
 - Professional Development: Opportunities for professional development, training, and advancement will be equally accessible to employees of all age groups.
 - Workplace Culture: Age-related stereotypes and biases will not be tolerated, and efforts will be made to create an inclusive and age-diverse workplace.

2. Disability

- **Principle:** Estu is dedicated to providing equal opportunities for individuals with disabilities, recognising the importance of accessibility and reasonable accommodation.
- **Implementation:**
 - Accessible Facilities: Estu workplaces are ensured to be accessible to individuals with disabilities to the best of our ability.
 - Inclusive Policies: Policies and practices will be reviewed to eliminate barriers that may disadvantage employees with disabilities.

3. Gender Identity

- **Principle:** Estu embraces gender diversity and is committed to creating a workplace where individuals can express their gender identity without fear of discrimination.
- **Implementation:**
 - Inclusive Policies: Non-discriminatory policies will be in place regarding gender identity, including dress code and use of preferred pronouns.
 - Training: Employees will be educated on the importance of respecting and supporting diverse gender identities.

4. Race

- **Principle:** Estu recognises the richness that diversity brings and actively opposes any form of racial discrimination or bias.
- **Implementation:**
 - Anti-Racism Initiatives: Estu will actively engage in anti-racism initiatives and work towards creating a culture that celebrates diversity.
 - Diverse Representation: Efforts will be made to ensure diverse representation at all levels of the organisation.

5. Religion

- **Principle:** Estu values religious diversity and is committed to creating an environment where individuals can practice their faith without discrimination.
- **Implementation:**
 - Religious Accommodations: Reasonable accommodations will be made to facilitate religious practices and observances.
 - Respect for Diversity: Employees & learners will be expected to respect the religious beliefs and practices of their colleagues.

6. Sexual Orientation

- **Principle:** Estu is dedicated to providing a welcoming and inclusive environment for individuals of all sexual orientations.
- **Implementation:**
 - Non-Discrimination: Sexual orientation will not be a basis for any discriminatory practices, including hiring, promotion, or treatment in the workplace.
 - Education and Awareness: Training programmes will be implemented to enhance understanding and acceptance of diverse sexual orientations.

7. Socioeconomic Status

- **Principle:** Estu recognises the impact of socioeconomic status on opportunities and is committed to promoting equity.
- **Implementation:**
 - Equal Access: Efforts will be made to ensure that individuals from all socioeconomic backgrounds have equal access to opportunities for employment, advancement, and professional development.

- **Compensation Fairness:** Compensation and benefits will be structured to address disparities related to socioeconomic status.

Implications for Estu Operations

- Promotion and celebration of EDI.
- Ensure everyone who is associated with Estu, is familiar with this policy and knows how they can incorporate it.
- Ensure all staff recognises its legal obligations and ensures that all UK and European law in relation to equality of opportunity and diversity issues to which the company is obliged to comply, is adhered to.
- Ensure this policy is embedded in Estu training programmes.
- Ensure Estu leadership and managements are knowledgeable of EDI principles and how to implement them into training programmes.

Continuous Improvement

We will regularly review our employment policies and procedures to ensure they do not unlawfully or unfairly discriminate.

Date of last review: 24/02/2024